



University of Applied Sciences and Arts
Dortmund Germany

EuroMPM



EURO MPM
European Master
in Project Management

**Fachhochschule
Dortmund**
University of Applied Sciences and Arts

New issues on Competencies in Project Management

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Agenda



- 1. Introduction**
- 2. Competence frameworks in PM**
- 3. Mapping Competence into Competencies**
- 4. Connections to EQF**
- 5. Perspectives and Conclusions**

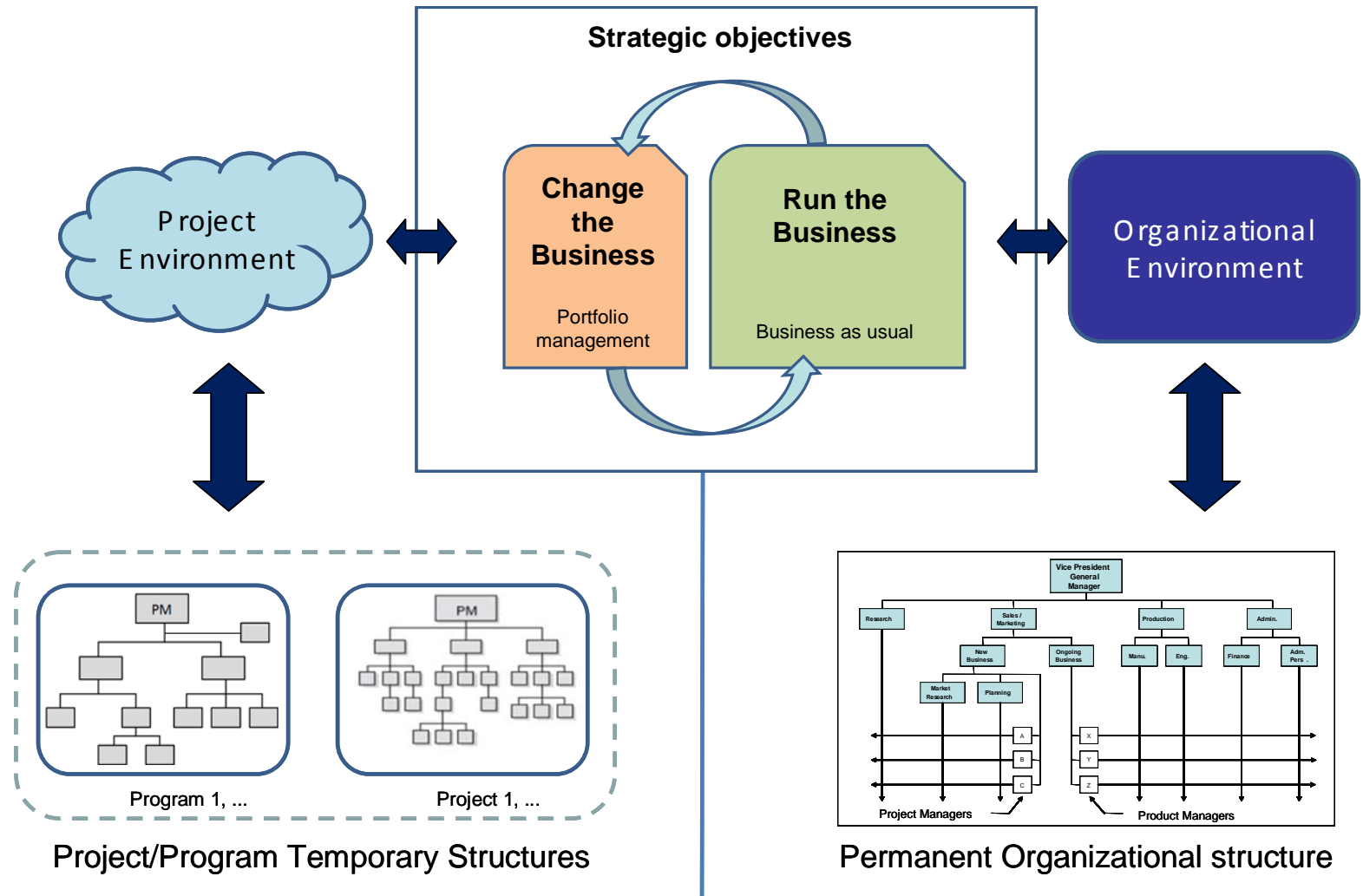


1. Introduction

- Competence Management – growing importance for:
 - Ongoing Operations
 - Projects
- Competence Frameworks in HRM
- Competence Frameworks in PM:
 - IPMA-ICB
 - PMI-PMCD
 - Australian Institute of PM
- European Qualifications Framework

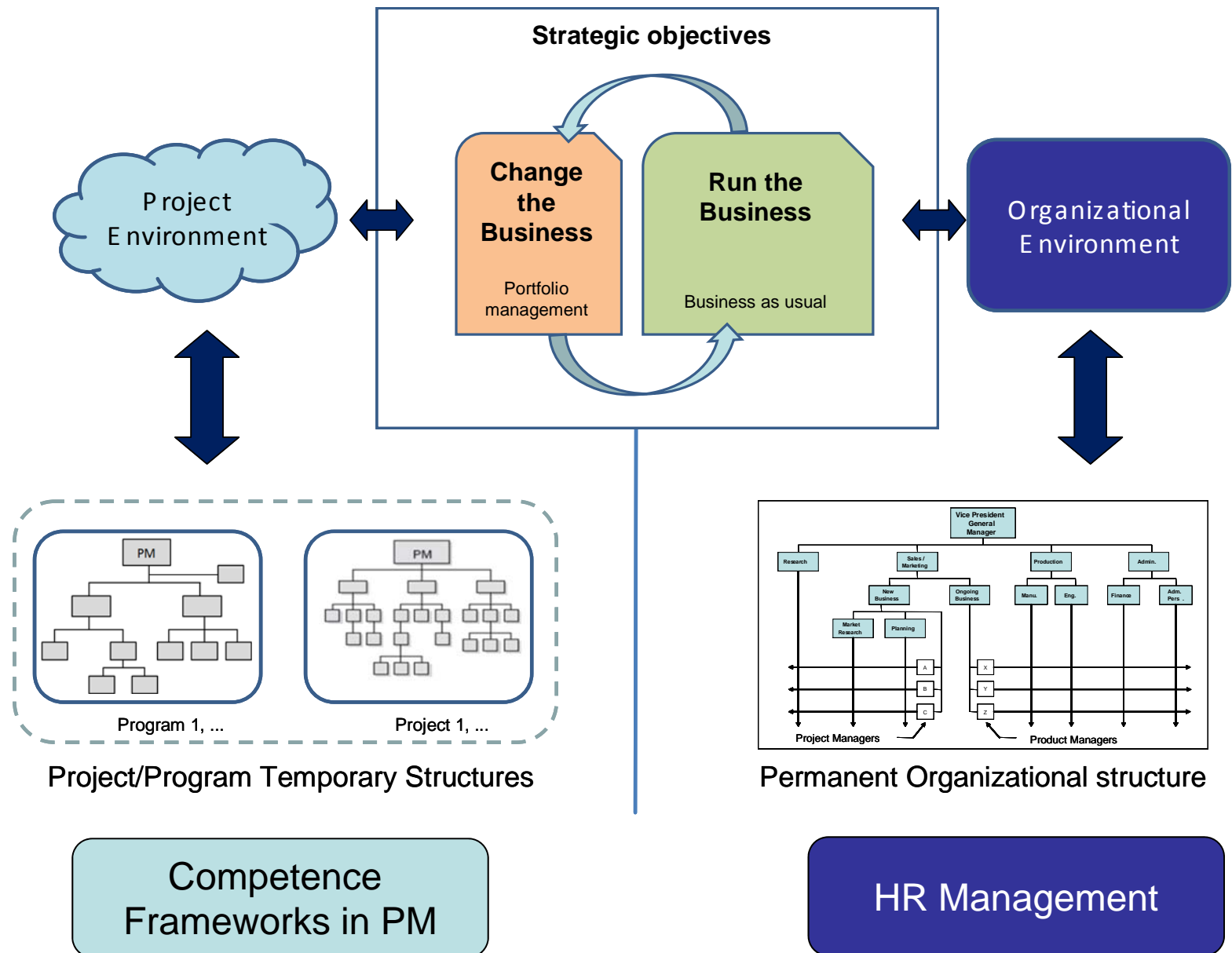


1. Introduction





1. Introduction





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2. Competence frameworks in PM

Competencies



Personal Tools

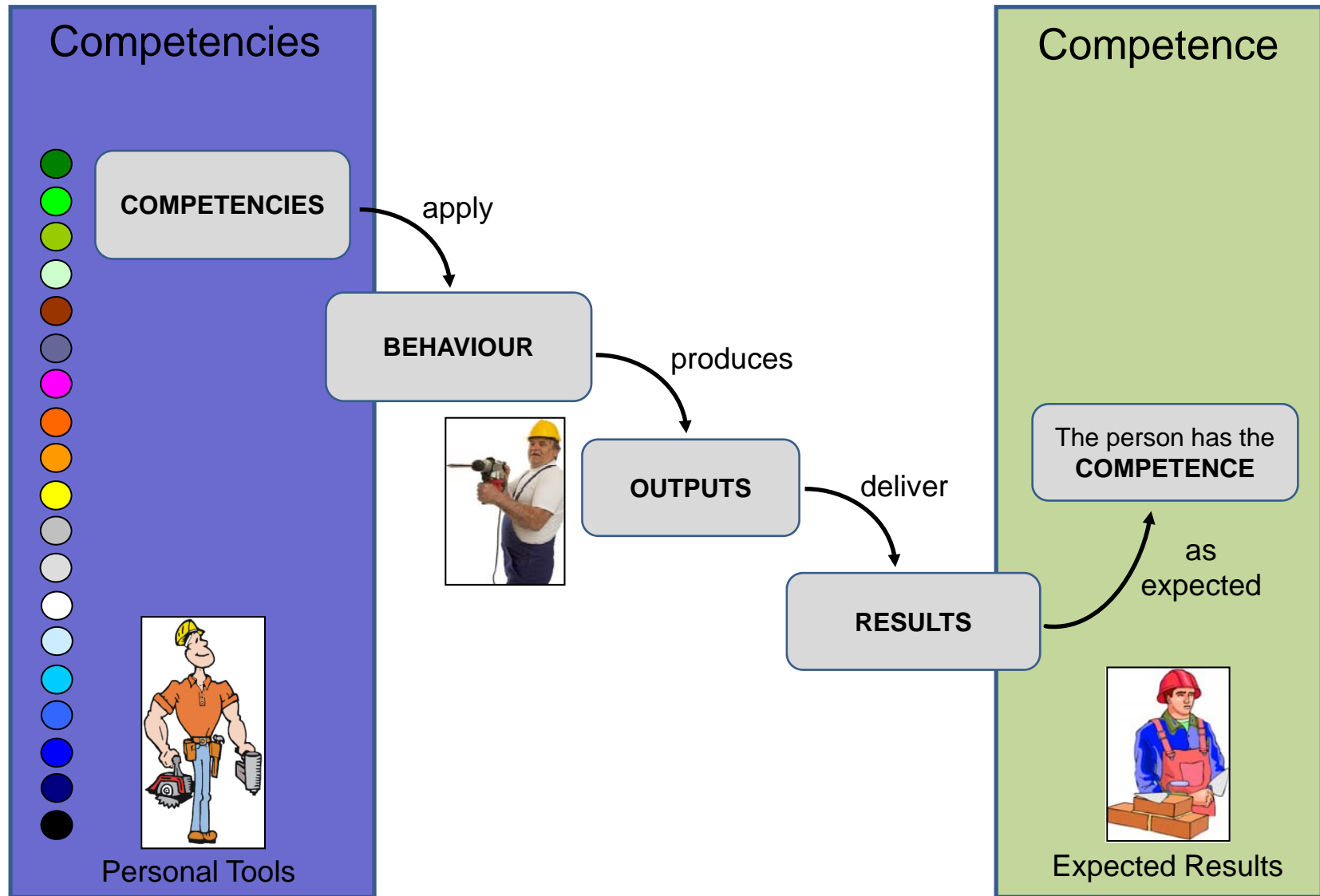
Competence



Expected Results

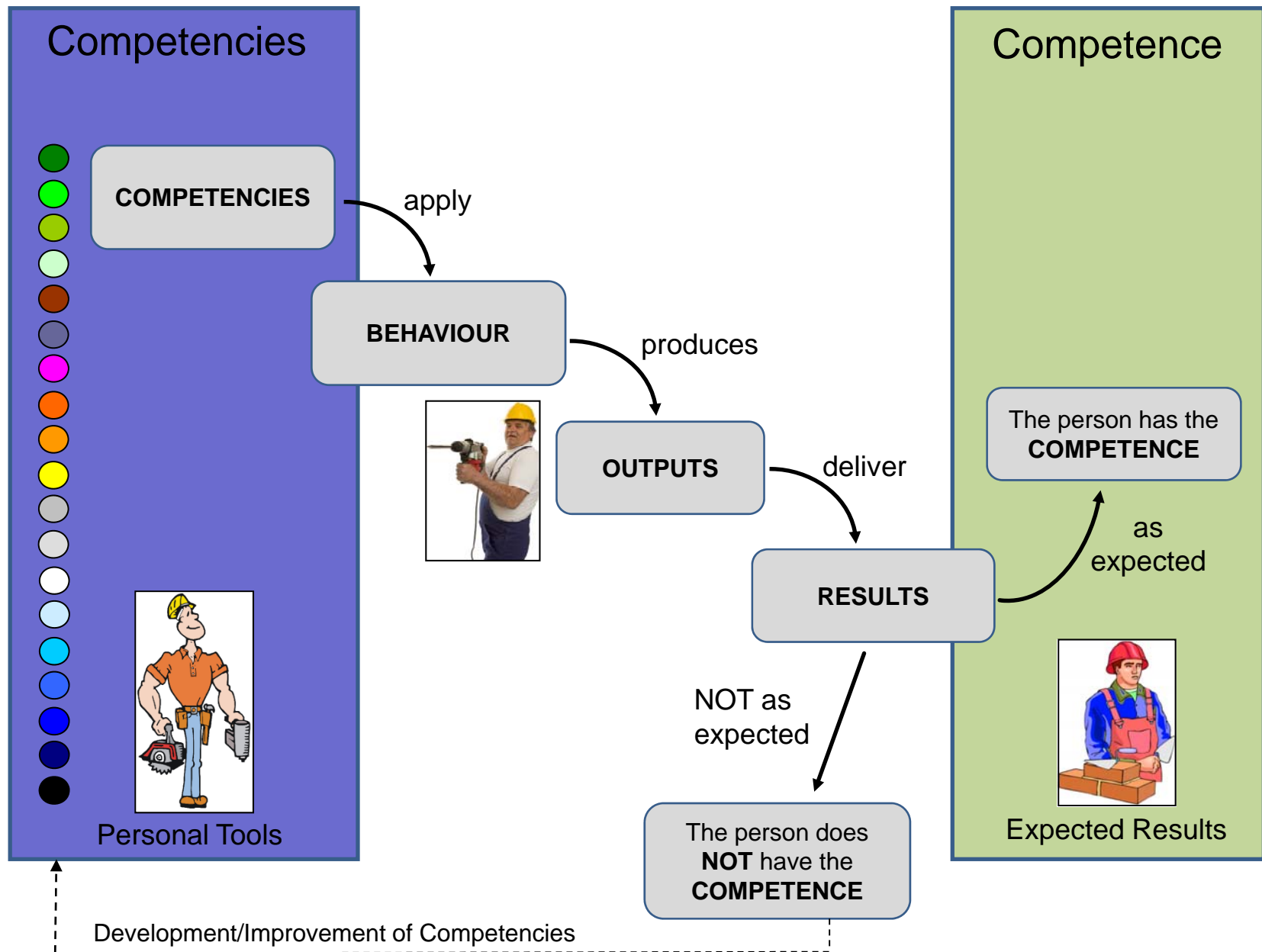


2. Competence frameworks in PM





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2. Competence frameworks in PM



Competency:

A capacity, ability, characteristic, skill or qualification (related to a function)



Competence:

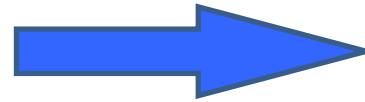
Collection of knowledge, skills, personal attitude and experience, and the ability to perform a determined function or role



2. Competence frameworks in PM

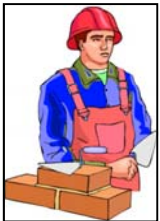


Competency:

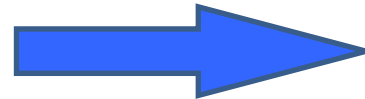


PERSONAL
TOOL

A capacity, ability, characteristic, skill or
qualification (related to a function)



Competence:



EXPECTED
RESULT

Collection of knowledge, skills, personal attitude
and experience, and the ability to perform a
determined function or role



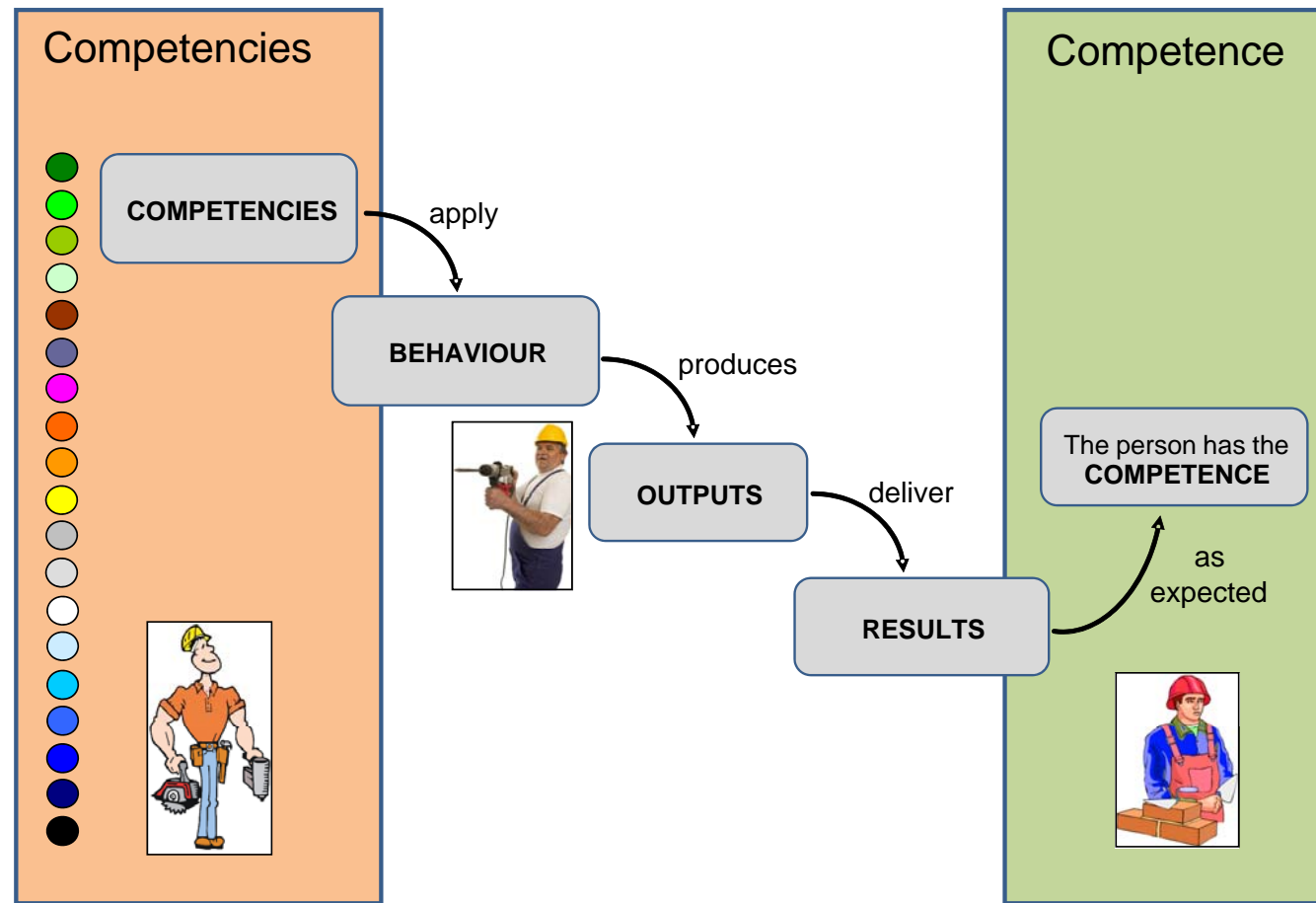
2. Competence frameworks in PM

Competence framework focuses on Competences':

- Assessment
- Development &
- Improvement

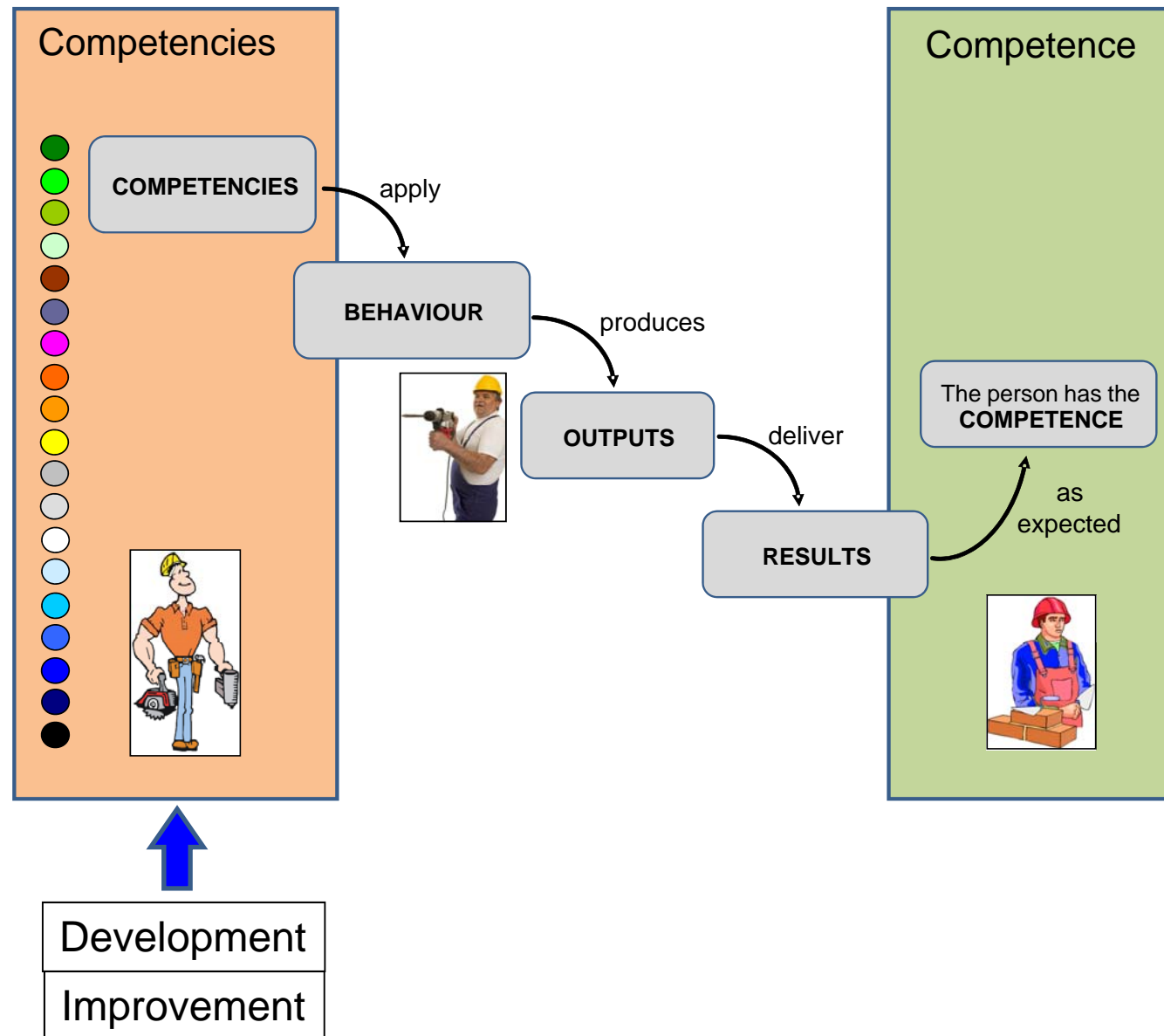


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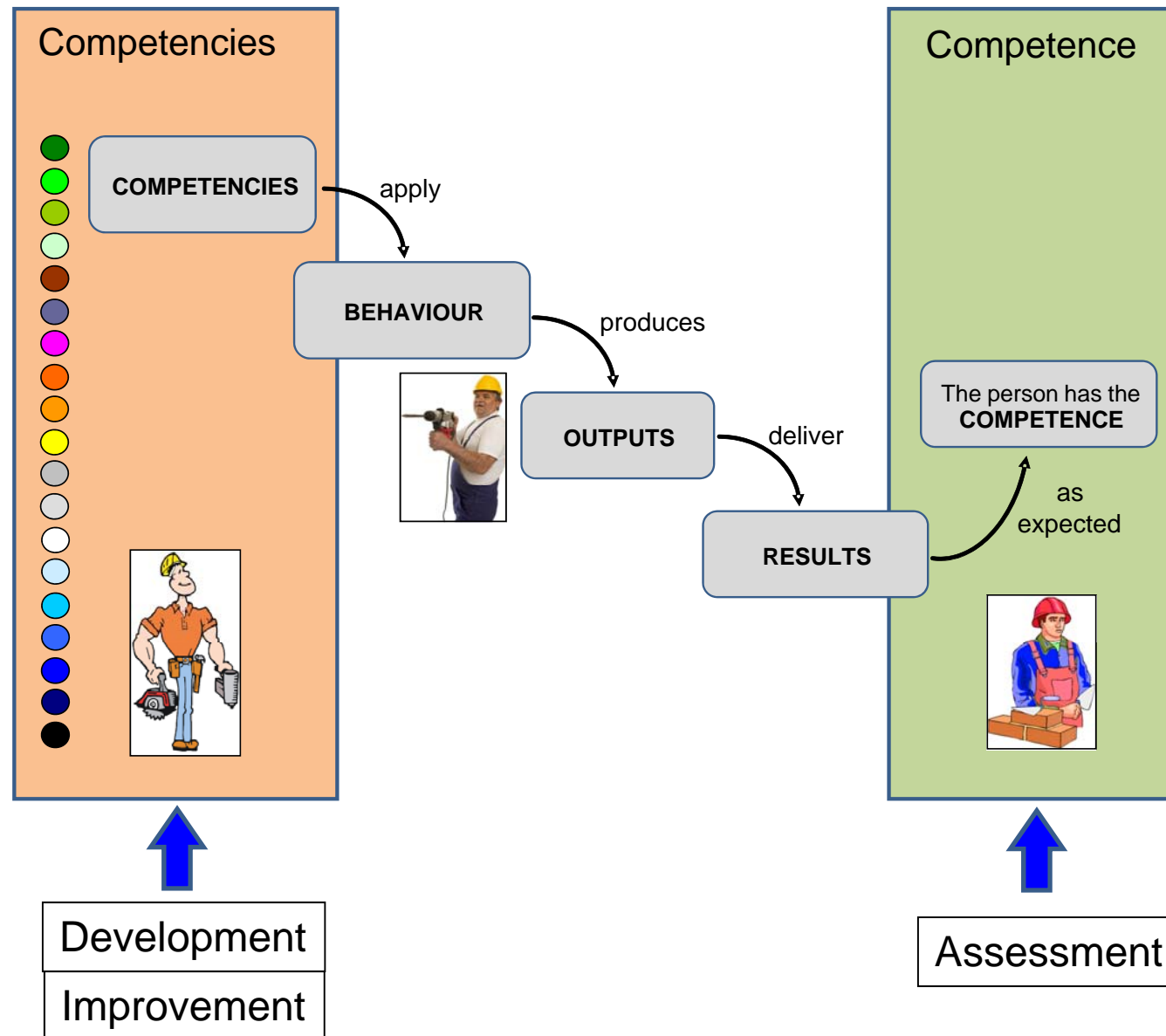


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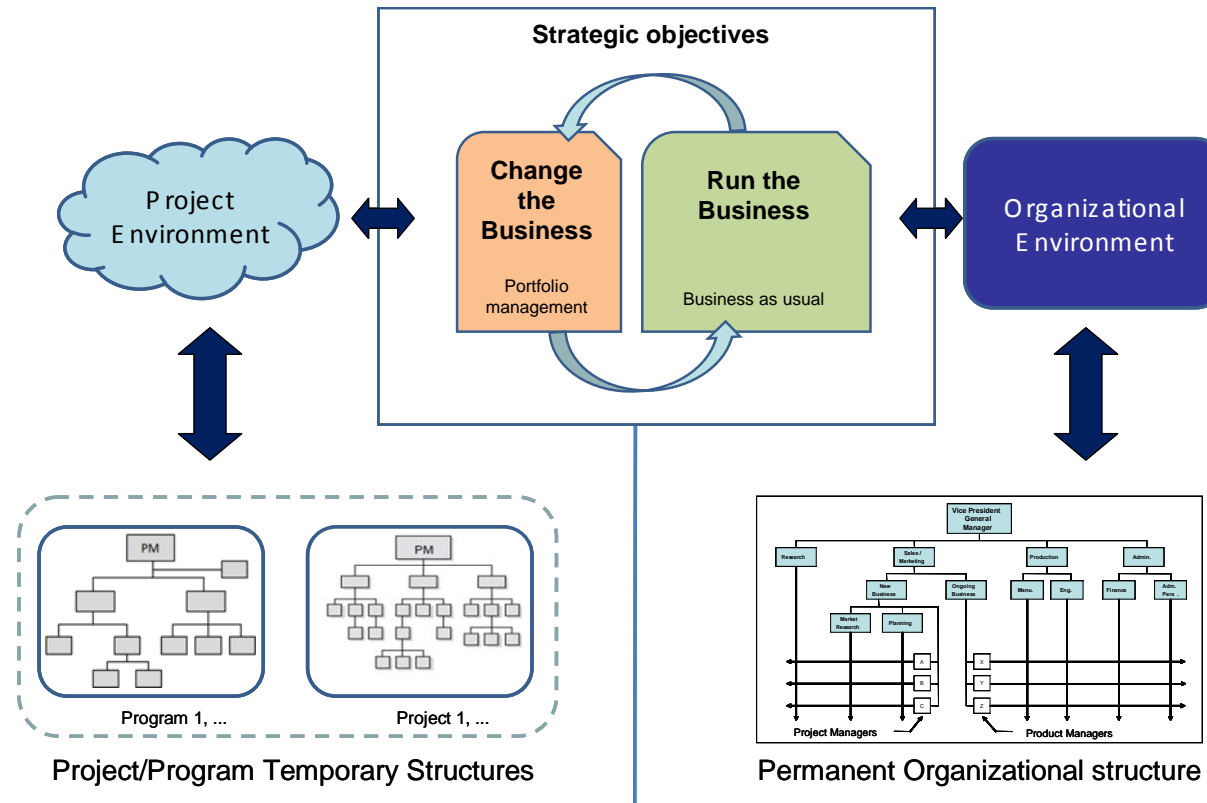


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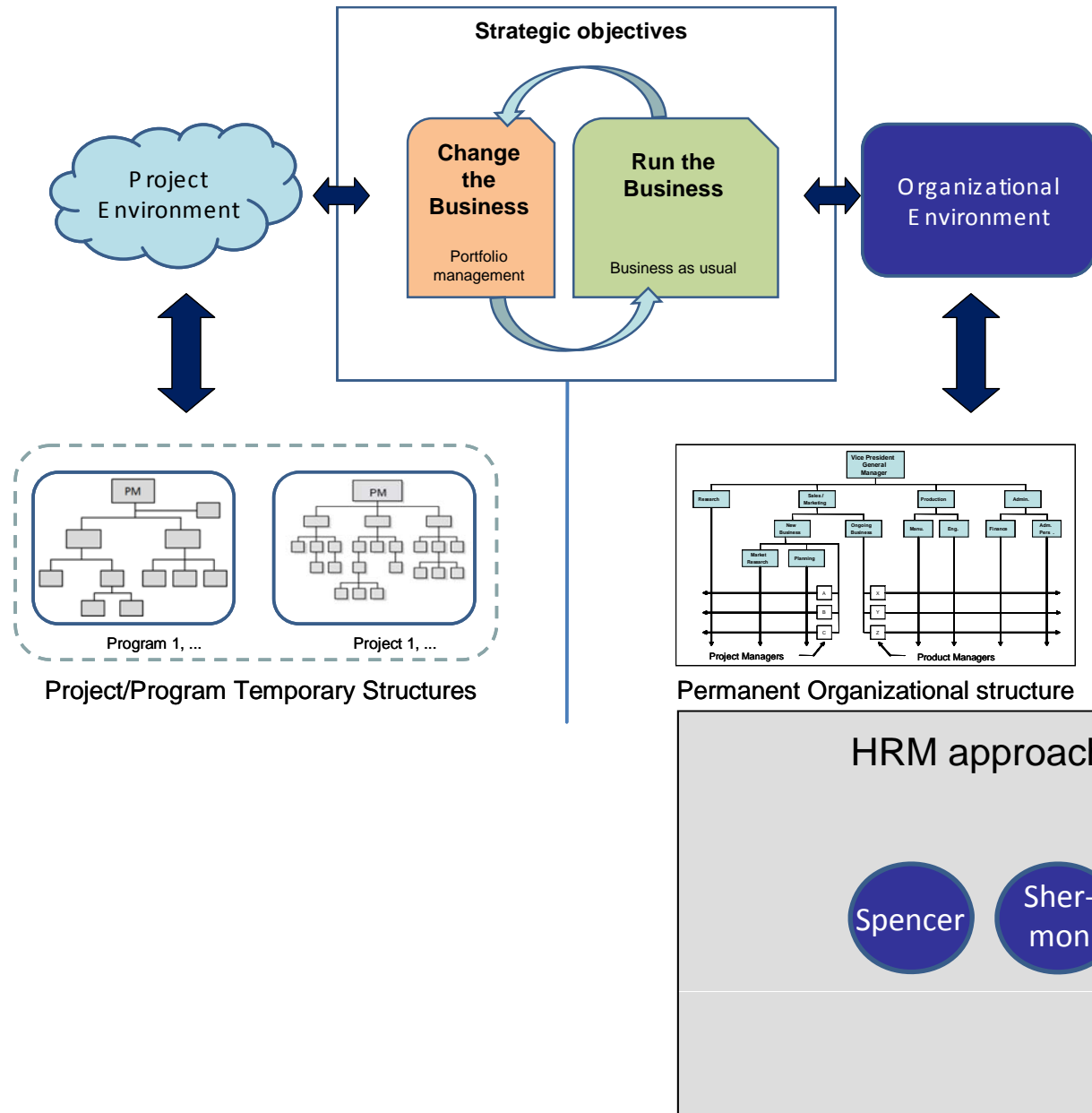


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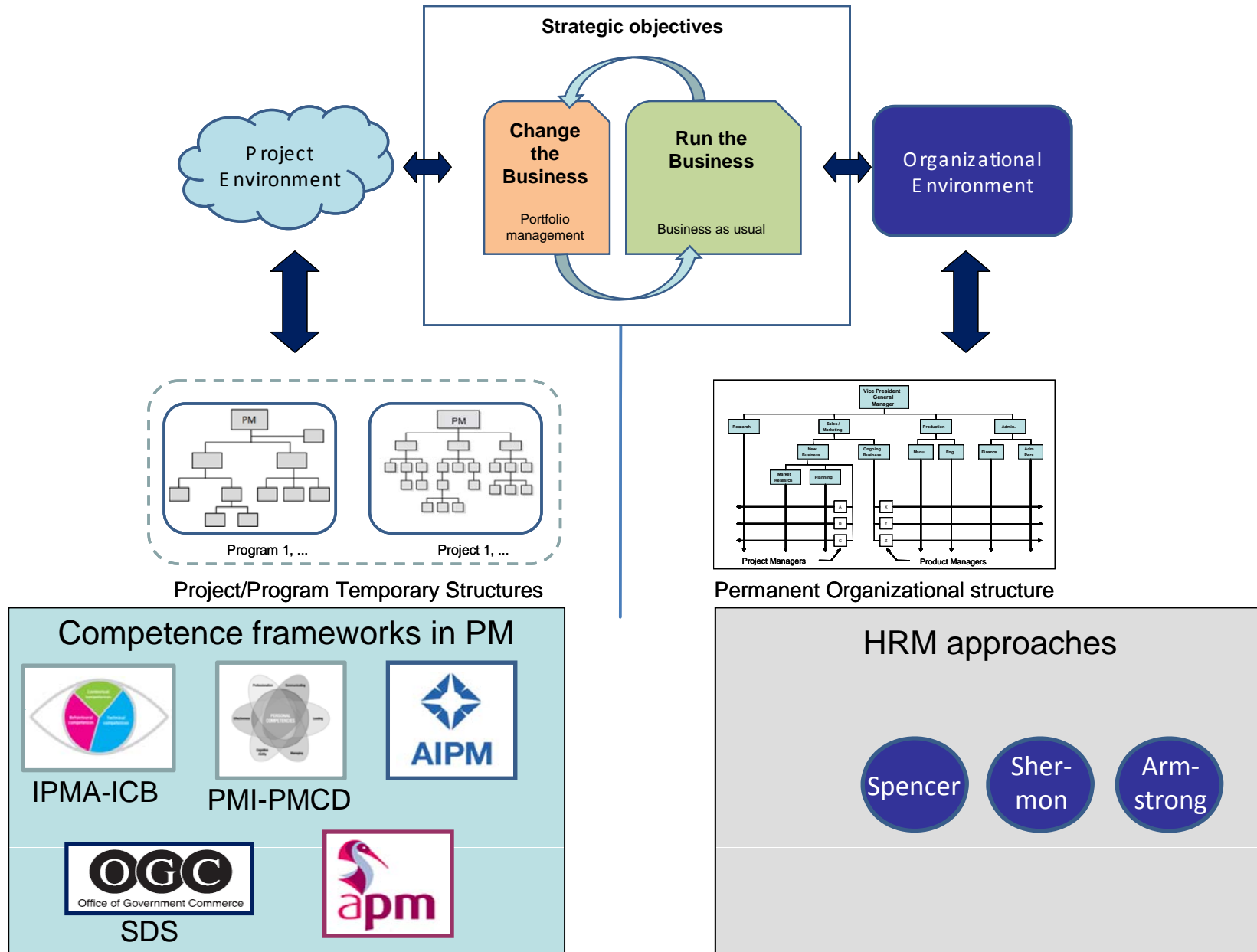


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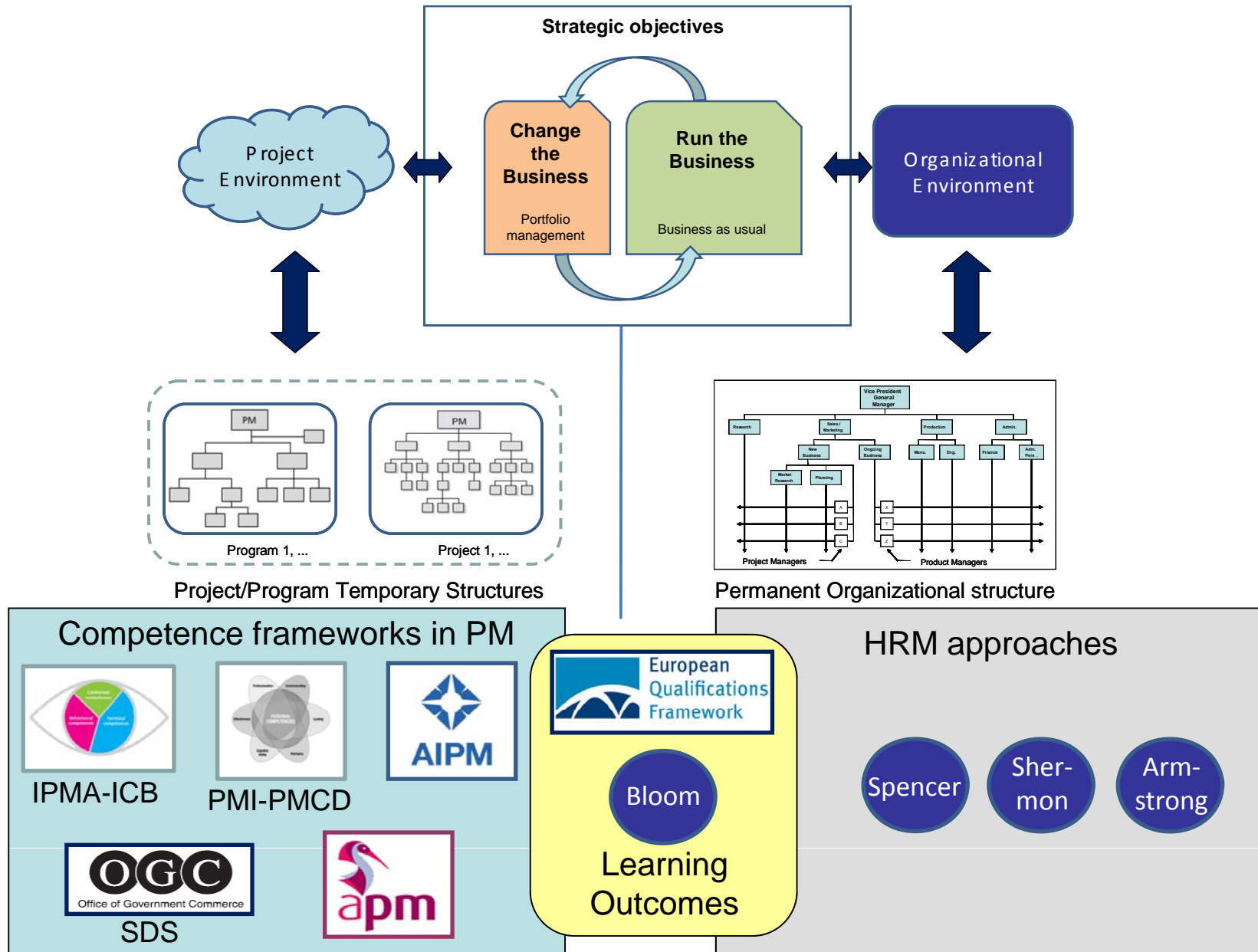


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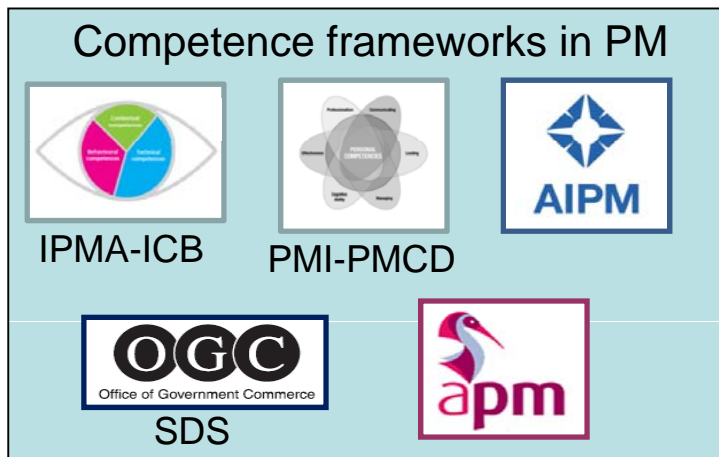
2. Competence frameworks in PM





3. Mapping Competence into Competencies

Competence is mapped differently, in terms of
competencies

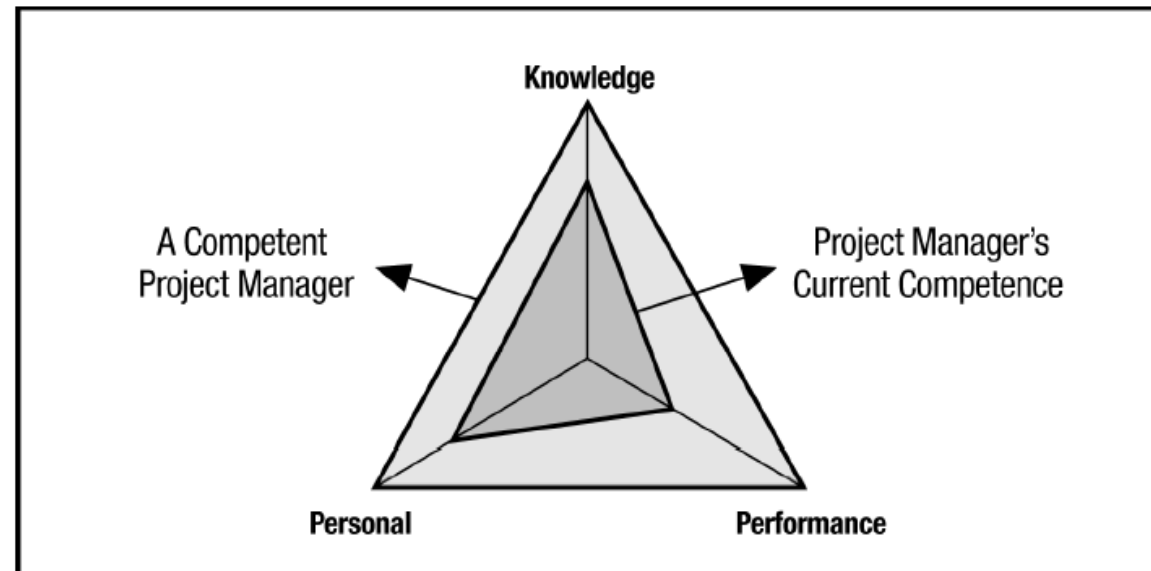




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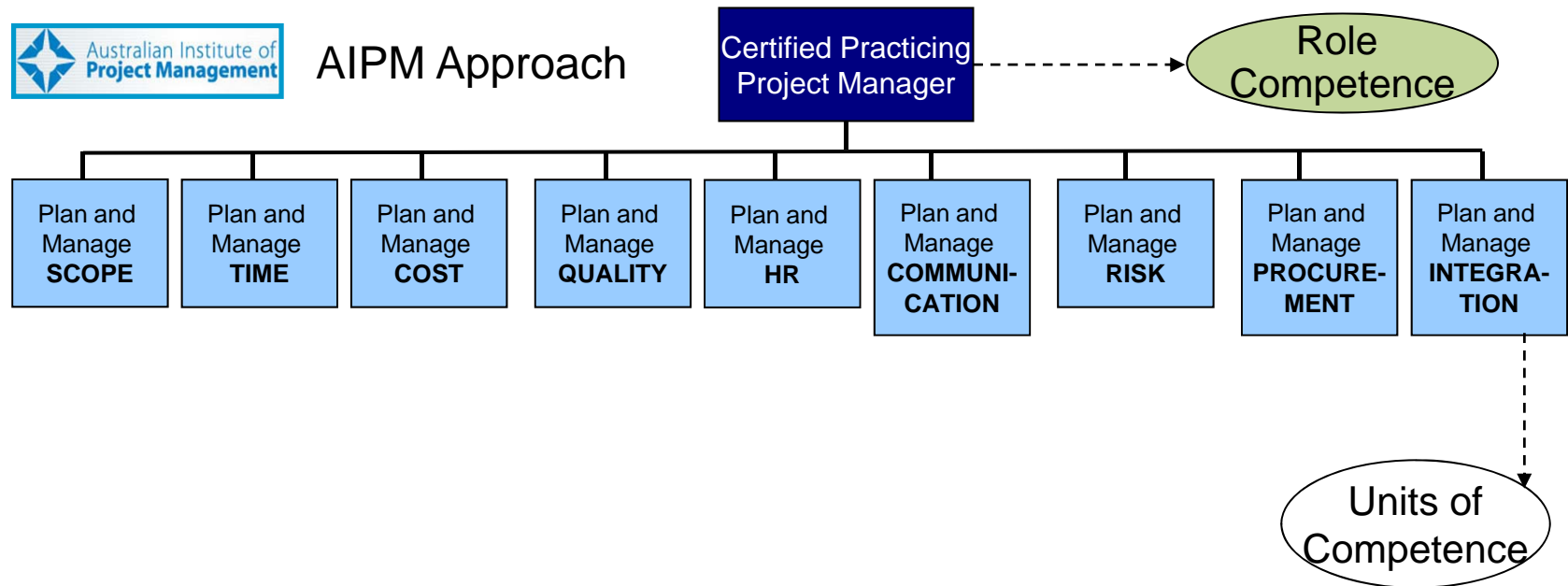


PMI - PMCD approach



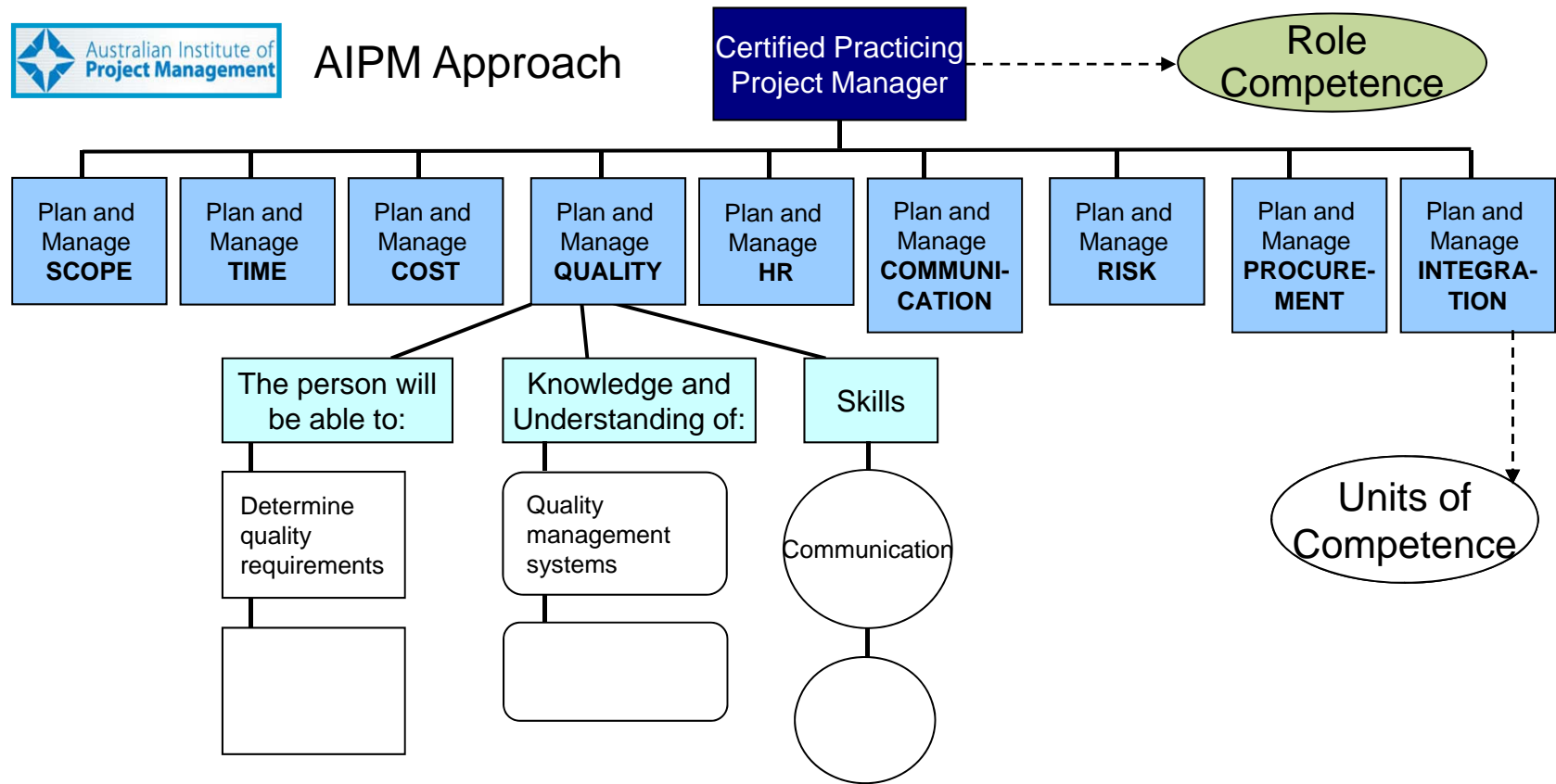


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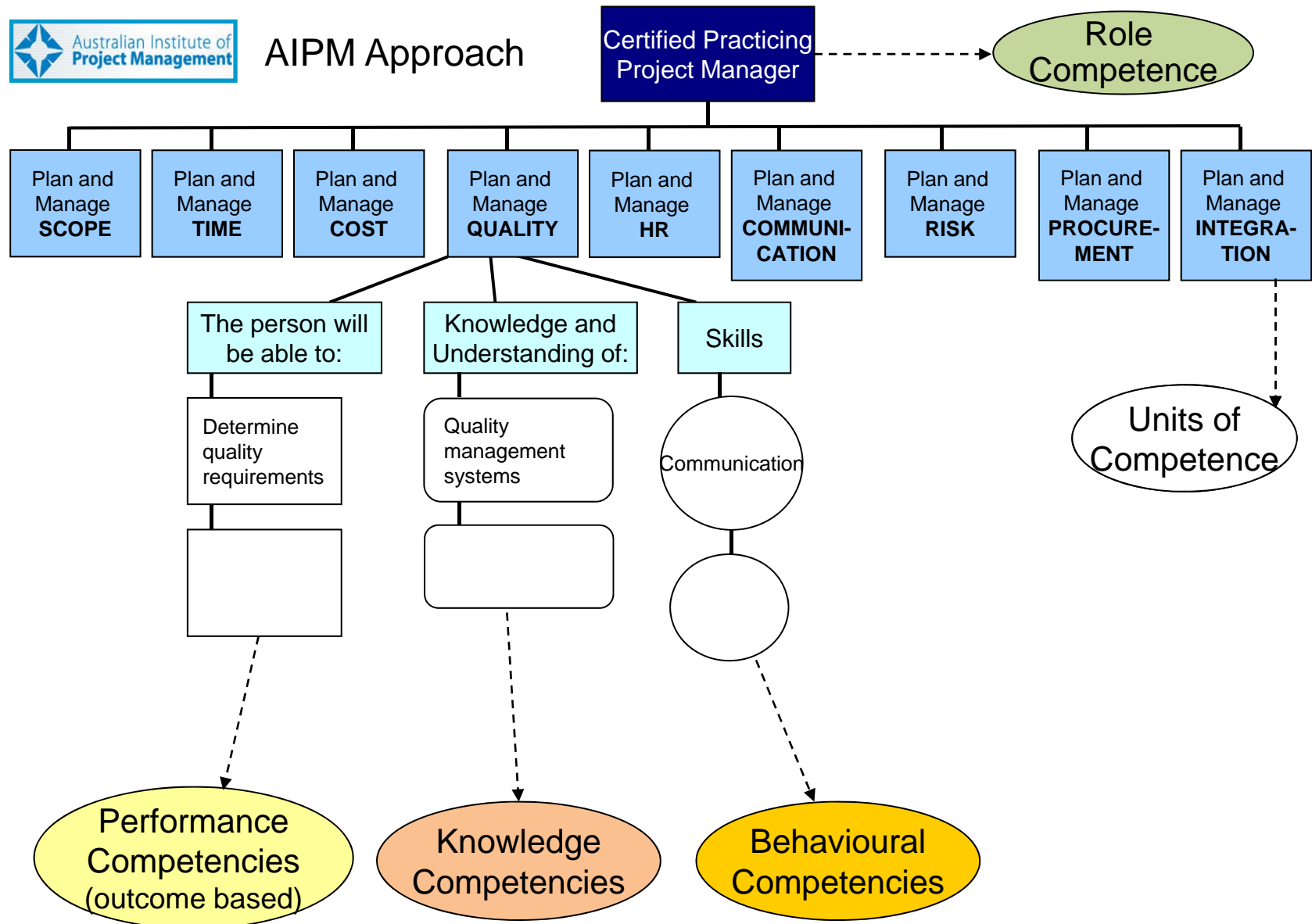


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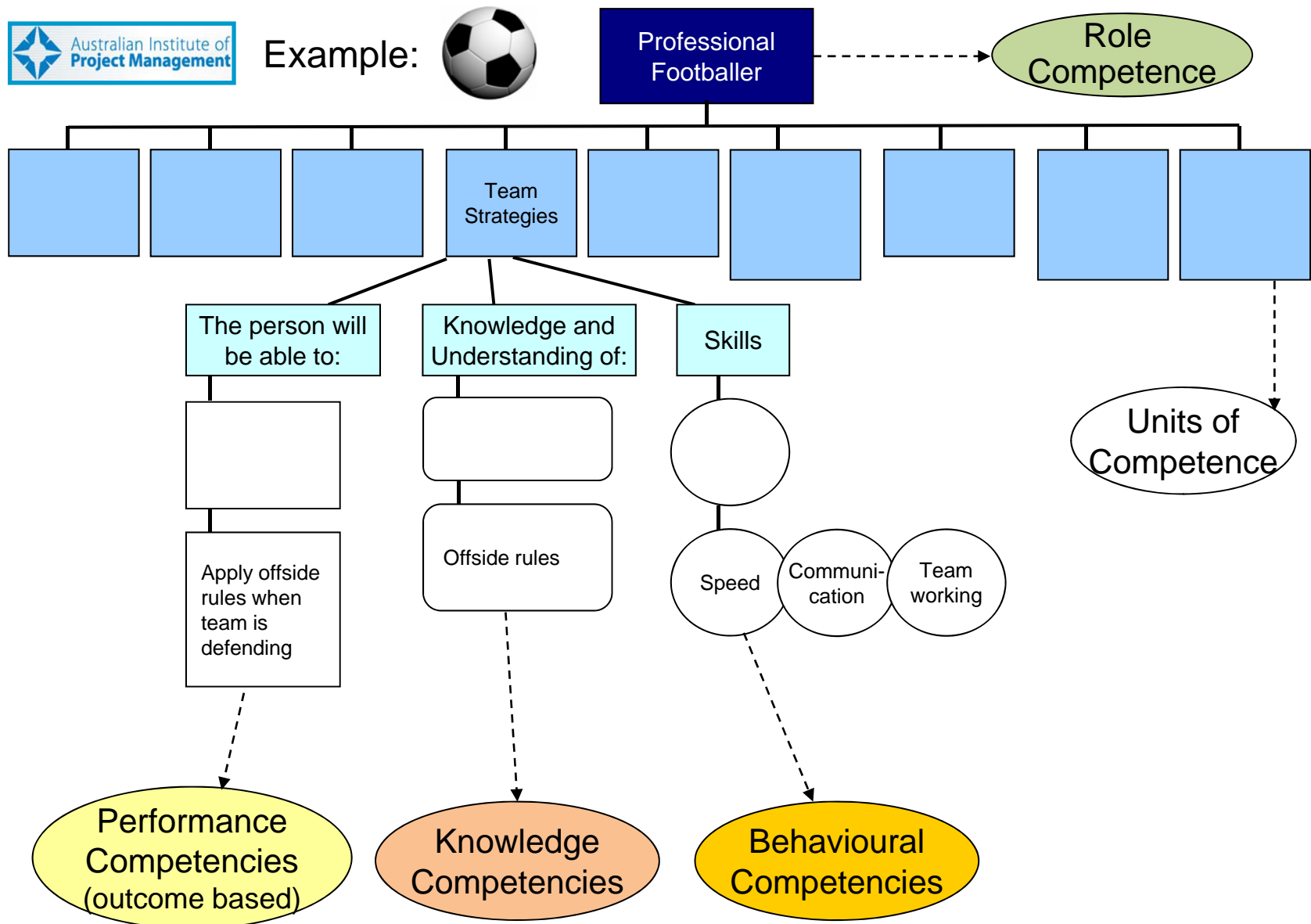


3. Mapping Competence into Competencies





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4. Connections to European Qualifications Framework for lifelong learning



- In the future, in Europe atleast,
Competencies of project team members
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4. Connections to European Qualifications Framework for lifelong learning



- In the future, in Europe atleast, Competencies of project team members will be checked against EQF
- EQF defines 8 levels for what a learner:
 - Knows
 - Understands and is
 - Able to do



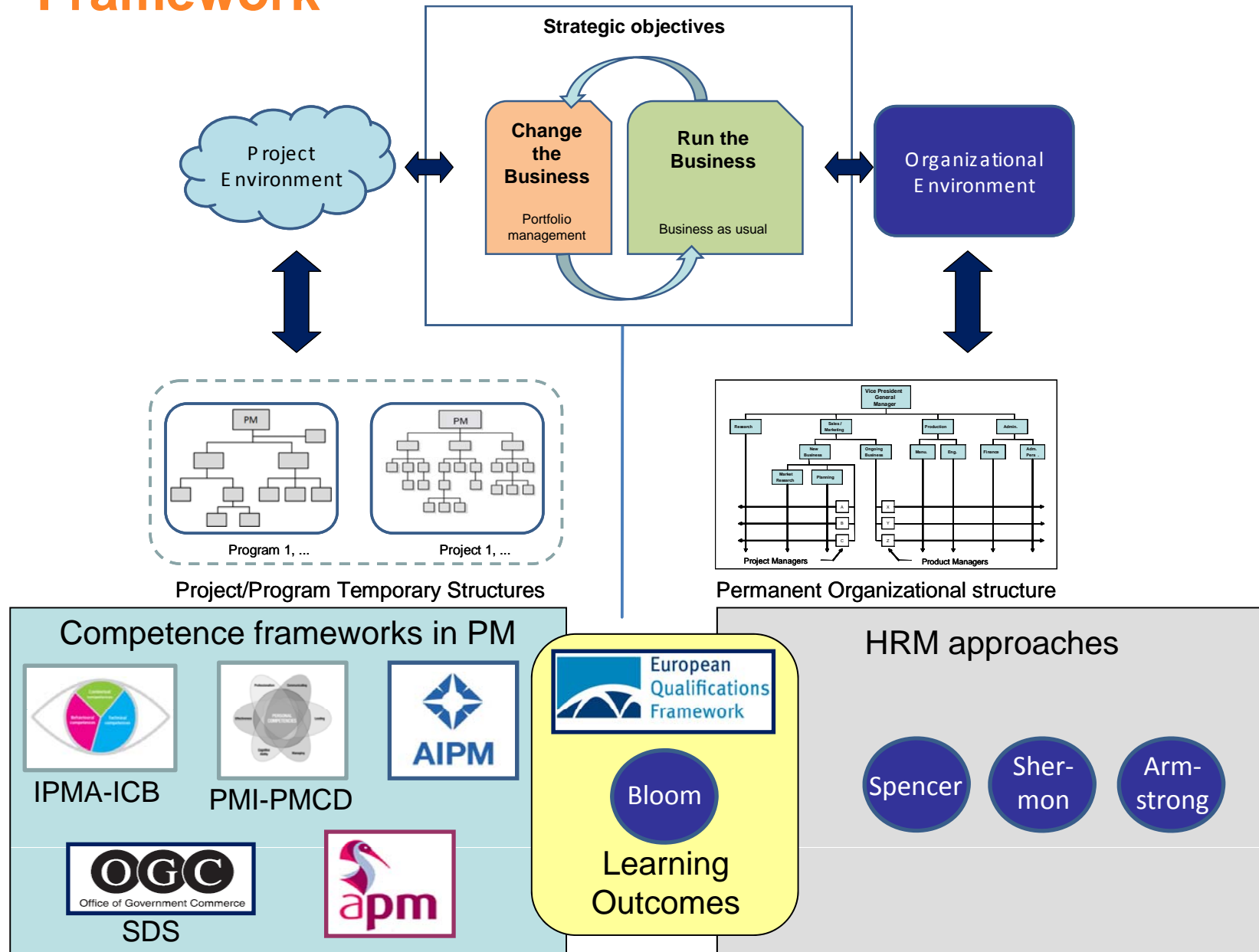
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- In the future, in Europe atleast, Competencies of project team members will be checked against EQF
- EQF defines 8 levels for what a learner:
 - Knows
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- Focus: Learning outcomes



4. Connections to European Qualifications Framework





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4. Connections to European Qualifications Framework



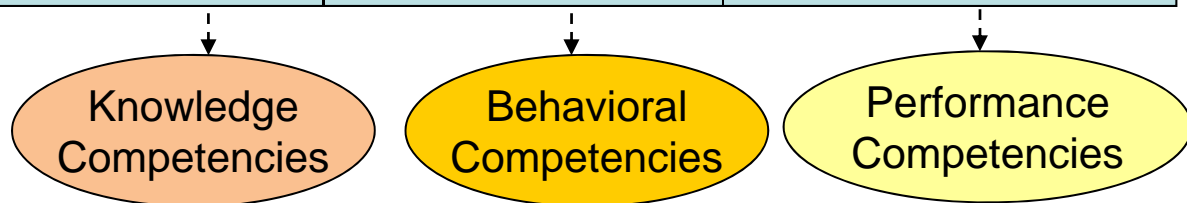
Learning
Outcomes



4. Connections to European Qualifications Framework for lifelong learning



EQF Level		Knowledge	Skills	Competence
1	Can perform simple tasks	Basic general knowledge	Basic skills required to carry out simple tasks	Work or study under direct supervision in a structured context
2				
3				
4				
5				
6	Graduate of a bachelor program			
7	Master degree			
8	PhD degree			

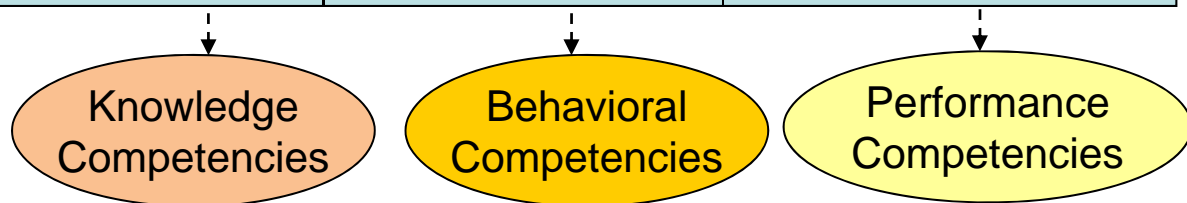




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6	Graduate of a bachelor program	Advanced knowledge of a field	Advanced skills, with mastery and innovation	Manage complex technical activities or projects
7	Master degree	Highly specialized knowledge	Specialized problem-solving skills	Manage and transform complex work contexts
8	PhD degree	Knowledge at the most advanced frontier	The most advanced and specialized skills and techniques	Substantial authority, innovation, autonomy, to develop new ideas

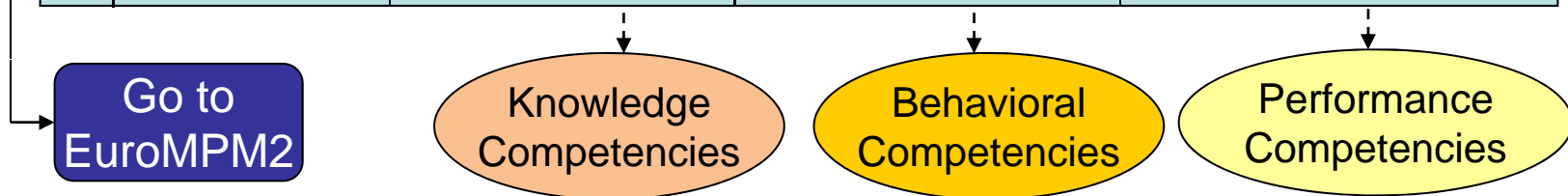




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4. Connections to European Qualifications Framework for lifelong learning



- **EQF will help to building bridges between:**
 - **Formal**
 - **Non-formal**
 - **Informal learning**
- **Validation of learning outcomes acquired through Experience**
- **Bridge to professional certifications in PM**



4. Connections to European Qualifications Framework for lifelong learning



- Natural mapping of:
 - Knowledge Competencies
 - Behavioural Competencies
 - Performance Competencies



5. Perspectives and conclusions

- **There are various approaches for Competence Management**
- **HRM approach will consider, as a whole picture: Ongoing operations and projects**
- **Bridges are needed between Competence Management in PM and the context of HRM**
- **Bridges are needed between Competence Management in PM and the EQF**



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Thanks
for
Attention